

# Equality, Diversity and Inclusion: How the global refugee crisis and implications for sustainable development and business.

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## **Abstract:**

*This paper attempt to draw a research path for **Equality, Diversity and Inclusion: These are important values that is considered in the context of the global refugee crisis. The refugee crisis has great implications for sustainable development and business, as the crisis creates a diverse population that must be taken into numbering while planning and implementation of sustainable development business initiatives. Now a days, the businesses must consider the needs of refugees in their day to day operations and supply chains to ensure that they are inclusive and do not discriminate anyone out of this population. By, promoting equality, diversity, and inclusion in the level of the refugee crisis, it is crucial for achieving sustainable development and promoting responsible business practices by adapting human rights law.***

**Keywords:** Equality, Diversity, Inclusion, Global refugee crisis, Sustainable development, Business, Planning, Implementation, Inclusive, Population, Discrimination, Responsible business practices.

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## **I. Introduction:**

### **Equality, Diversity and Inclusion**

#### **Introduction to Equality, Diversity and Inclusion, Refugee Crisis and Sustainable Development:**

#### **Back Ground of Human rights-Equality, Diversity and Inclusion**

Every one born in this world has his or her human rights we have a thought the the word human rights is new but it has been a part and practice of many cultures ven centuries ago. The human rights got much importance during and after World War II which shook the global conscience to a greater extent and gain importance in global stage.

When we look at the historyb we people had rights and responsibilities but was gained through a process of member to a certain organisation or group. It may be a family, class, community, state or indigenous nation. There was a untold rule of human rights in certain communities and countries "Do for others as you would like to have them do to you." .

When we read through the world greatest ever written sources- The Vedas, the Babylonian Code, the Bible, the Quran , and the Analects of Confucius which give light to many questions of rights duties and responsibilities of people which have great relavence even today.

Even before 17<sup>th</sup> century there existed "the codes of Inca and Aztec conduct and justice and an Iroquois Constitution" which are linked to thegreat Native American sources towards human rights.

In fact, these all lead to one point these ancient societies, had very good systems of propriety and justice keeping in mind the health and welfare of their members.

#### **Precursors of 20th Century Human Rights(Equality, Diversity and Inclusion) Documents**

We mostly follow the documents which have great influence on us and been written a handful of centuries ago. We can trace back our relation to our human rights from the Magna Carta of-1215,and the English Bill of Rights of 1689, along with the French Declaration on the Rights of Man and Citizen of1789, and the US Constitution

and Bill of Rights of 1791. But we excluded many things as per our interest or we were bias when we translated these documents into new form which ever originally made to express support the assert the right to self determination. The women, members of certain religious, economic, social, political groups and at last people of color.

The 19<sup>th</sup> century sees a lot of conflicts in relation to slave trade and economic supremacy which lead to many wars. So there were lot of efforts in the 19<sup>th</sup> century to stop wars and to prohibit slave trade which paved way to the establishment of International labor Organisation or the ILO to safeguard and protect the workers with respect to their health,safety and rights, The ILO started to oversee treaties around the globe to establish a system for the betterment of the life of workers.

In the 1<sup>st</sup> world war some minorities were targetted and it was raised in the League of Nations but the organisation failed as United States refused to join and failure to stop the wars of 1914,1918, and the second world war.

The Orgin of the United Nations

In the World war- II extermination of over six million Jews, Sinti and Romani (gypsies), homosexuals, and persons with disabilities has opened the eyes of the world which paved way to the establishment of the new Human rights mechanism and later to the starting with United Nations for international peace and preventing conflict in future. This has greater impact for the draft of United Nations Charter in 1945.

### **The Universal Declaration of Human Rights**

With the formation of United Nations the memberstates pledged to protect, promote and respect human rights in this effort they adopted the Universal Declaration of Human rights -UDHR in December 10 1948.

The UN Commission on Human Rights decided to establish the Universal Declaration of Human Rights and was **the simple extension of rights to all persons and prohibit discrimination**. The Covenants on Economic, Social and Cultural Rights and Civil and Political Rights have a great role in building up the Universal Declaration of Human Rights.

There are by now more than 130 nations have already ratified these covenants expect United states.

### **The Role of Nongovernmental Organizations**

when we see around the world almost all social activities or SDGs goals are backedup and implemented by the citizens or groups and the major role is by the Non governmental Organisations. They are champions of Human rights.

The Amnesty International, the Antislavery Society, the International Commission of Jurists, the International Working Group on Indigenous Affairs, Human Rights Watch, Minnesota Advocates for Human Rights, and Survivors International monitor the actions of governments and pressure them to act according to human rights principles.

The governments every day violate the rights of their citizens are challenged and are called to task. The human beings every day mobilize and confront the injustice and inhumanity they face. Like the drops of water falling on a rock, they wear down the forces of oppression and move the world much closer to achieving the principles of Universal Declaration of Human Rights.

With the formation of United Nations the memberstates pledged to protect, promote and respect human rights in this effort they adopted the Universal Declaration of Human rights -UDHR in December 10 1948. The UN Commission on Human Rights decided to establish the Universal Declaration of Human Rights and was the simple extension of rights to all persons and prohibit discrimination. The Covenants on Economic, Social and Cultural Rights and Civil and Political Rights have a great role in building up the Universal Declaration of Human Rights. There are by now more than 130 nations have already ratified these covenants expect United states. The Role of Nongovernmental Organizations when we see around the world almost all social activities or SDGs goals are backedup and implemented by the citizens or groups and the major role is by the Non governmental Organisations. They are champions of Human rights. The Amnesty International, the Antislavery Society, the International Commission of Jurists, the International Working Group on Indigenous Affairs, Human Rights Watch, Minnesota Advocates for Human Rights, and Survivors International help to identify and evaluate the actions of governments and its representatives to pressure them to act according to UN human rights principles. The governments every day violate the rights of their citizens are challenged and are called to task. The human beings every day mobilize and confront the injustice and inhumanity they face. Like the drops of water falling on a rock, they wear down the forces of oppression and move the world much closer to achieving the principles of Universal Declaration of Human Rights. Human Rights Issues and Refugee Protection

## **Human Rights Issues and Refugee Protection**

The principles and provisions of international human rights law, can be used to complement and enhance our protection activities on behalf of refugees. The human rights law is needed in our day-to-day work of protecting refugees. A knowledge of international human rights law can assist in tackling many protection problems faced by refugees, but it does not provide answers for every situation.

The law describes some of the ways in which international human rights law can assist in solving these problems. When choosing the problems the actual experiences are taken into consideration rather than theoretical, based out of actual experience from the field. This is also related to countries of asylum or the internally displaced. These are very important issues which the human rights law is certainly relevant but it deserves separate treatment.

### **PROTECTING REFUGEES IS A HUMAN RIGHTS WORK“**

Human rights violations is a major factor which is causing the flight of refugees as well as acting as an obstacle to the safe and voluntary return home. Safeguarding the human rights in countries of origin is critical for both the prevention and for the solution of refugee problems. Respect for human rights is an essential part of the protection of refugees in countries of asylum. United Nations High Commissioner for Refugees works to defend the rights of refugees by providing them with protection and assistance by engaging in human rights work. The UNHCR provides protection against forcible return of the refugees who are at risk of human rights violations in their home country.

The UNHCR ensures a direct and powerful means of protecting their basic human rights. When we seek information about refugees who have been forcibly returned to their countries have been either killed, tortured, or arbitrarily detained, or forced to live in conditions of extreme insecurity. The only means of preventing further human rights violations is Preventing refoulement.

When an individual has a “well-founded fear of persecution“ is in effect to conclude that one or more of his or her basic human rights are not to be compromised in their own country.

a group of people fleeing conflict or serious disturbances of the public order are prima facie refugees is in most cases to acknowledge that they are victims of violations of human rights or humanitarian law. Promoting durable solutions If conditions have fundamentally changed in the country of origin, promoting and monitoring the safety of their voluntary return allows refugees to re-establish themselves in their own community and to enjoy their basic human rights. In addition, monitoring the safety of returnees is a means of ensuring that they do not again suffer the human rights violations which forced them to flee. In a relatively small number of cases, assisting refugees to be integrated locally or resettled in another country is a means of ensuring that refugees who cannot return to their own countries are able to find a new home where they can take up residence and enjoy a secure legal status and basic human rights. UNHCR staff undertake activities such as these on a daily basis in countries around the world, meaning that UNHCR is perhaps the largest operational UN human rights agency. As the High Commissioner for Refugees explained in her statement to the 50th session of the UN Commission on Human Rights (1994): “The connection between the work of the Commission in promoting respect for human rights and the work of my Office, in protecting refugees and seeking solutions to refugee problems is clear. As I mentioned in my address to the Commission last year, human rights violations are a major factor in causing the flight of refugees as well as an obstacle to their safe and voluntary return home. Safeguarding human rights in countries of origin is therefore critical both for the prevention and for the solution of refugee problems. The protection of human rights is very much essential for the protection of refugees in countries of asylum.

### **Causes of the refugee crisis**

In June 2015, the UNHCR reported that war and persecution are one of the major causes of the global refugee crisis. Ten years ago, six people fled their homes every 60 seconds, but in 2015, wars averaged 24 people every minute. In its Border Wars series, the Transnational Institute examines the role of the defense industry in causing forced displacement and its benefits, highlighting that “some of the beneficiaries of border security treaties are the largest arms sellers in the Middle East and North Africa and fuel conflict in the region. Forced refugees to flee. In other words, the companies that contributed to the refugee crisis are now reaping the benefits of the fallout.”

Overall, the dramatic increase in refugee populations in the Arab region has exacerbated pre-existing existential fears in host countries. In Lebanon and Jordan, the governments of the two front-line countries are struggling to cope with the influx of Syrian refugees with scarce resources and depleted capacity. In the absence

of a regional framework to address the crisis, most countries in the region have adopted a non-integration model aimed at returning refugees to their countries of origin in the face of fears of continued displacement. This has led to policies that limit refugees' access to services and undermine the rights they enjoy internationally. Despite being on the front lines of the crisis, municipalities in Lebanon and Jordan lack the necessary central government support to meet the needs of Syrian refugees. The lack of clear guidelines to define the terms of reference of local authorities has led to varied local responses, determined by the political affiliation of local councils and local socio-political characteristics.

### **Sustainable development and the refugee crisis**

For those of us working on the issue of forced displacement, it has been undeniable in recent years that any real solution to the situation of refugees and IDPs will require development and humanitarian intervention. Unfortunately, this reality is not always indisputable, and has limited appeal outside of communities directly working on these issues. The recent inclusion of refugee indicators in the indicator framework of the Sustainable Development Goals (SDGs) is therefore a major achievement, the culmination of years of hard work, diplomacy and determination. That's how the story happened.

The 2019 Global Sustainability Report, *The Future Is Now: The Science for Achieving Sustainable Development*, acknowledges that refugees are missing from the SDGs, but offers no clear plan to bridge the gap. On the one hand, it identified the data disaggregation policy by refugee status as a key tool to address this issue, and she highlighted the need to define a refugee-specific indicator to add to the SDG indicator framework. Fifteen new migration-related indicators, including for refugees, were introduced as part of the 2020 comprehensive SDG review process undertaken by the Inter-Agency and Expert Group on Sustainable Development Goal Indicators (IAEG-SDGs), referred to as "Refugees as a proportion of population by country of origin" (10.7.4). However, it appears that there is still a long way to go before refugees are given sufficient prominence and visibility in processes related to the SDGs.

### **Day-to-day challenges faced by refugees**

The health and security challenges faced by refugees and internally displaced persons are far-reaching, and access to health care ranges from difficult to impossible. To make matters worse, the average duration of refugee displacement is increasing, with protracted refugee situations now lasting an average of 26 years. Political solutions are difficult, which is why there are still many protracted refugee situations around the world, with successive generations continuing to be recognized as refugees. The General Assembly continued to point to the need for UNRWA to work without a just solution to the Palestine refugee problem. Without UNRWA, there would still be Palestine refugees.

### **The ecological footprint and the conservational refugee crisis**

According to a recent study by the Environmental Justice Foundation, this could trigger "the world's largest refugee crisis." The study estimates that the number of climate refugees could dwarf the refugees numbers who are fleeing the conflict in Syria.

The global crises illustrate the interrelationship between environmental degradation and poverty. While viewing land, water, forests, and biodiversity as merely "resources" that serve human development goals ignores the limitations of the Earth system and its role in critical life-support services. However, there is no panacea for eradicating poverty without crossing the planet's limits and causing irreparable damage to the environment.

### **Sustainability and the conservational refugee crisis**

Thulstrup et al. Represents the critical link between energy and food security in a humanitarian context. Energy-related challenges faced by refugees hinder sustainable access to energy. They discussed that solid biomass is often used when people have no other choice, and that it is harmful and unsustainable in many ways. Furthermore, it highlights the impact of the lack of safe, affordable and sustainable energy for cooking, heating, lighting and electricity on various interconnected sectors and recommends that standardization of humanitarian operating procedures, innovative technologies and new mechanisms should be developed, to cover energy needs. Furthermore, current policy changes are required to achieve SDG 7, and the current humanitarian system cannot address the energy challenge unless current responses are developed.

The UNHCR has so far denied these people refugee status, labeling them instead as "environmental migrants," in large part because it lacks the resources to meet their needs. But without an organized effort to monitor immigrant populations, these desperate people go where they can, not necessarily where they should. As numbers grow, it becomes increasingly difficult for the international community to ignore this challenge. As more and more people are displaced by severe climate change, the international community may be forced to redefine "refugee" to include climate migrants, or creating a new legal category line which is corresponding institutional framework that can protect climate migrants. However, it is difficult to start this debate in the

current political context. The current nationalist, anti-immigration and xenophobic climate in Europe and America is likely to lead to a reduction in refugee protection rather than expansion.

### **Suffering and loss of biodiversity**

The planet's biodiversity is under threat, and, paradoxically, the culprit is the very people who depend on it most: humans. Mitigation of biodiversity loss, understood as the reduction or disappearance of the biodiversity that inhabits the planet, is one of the great challenges facing humanity. Below we explore the causes, consequences, and possible solutions.

Habitat loss due to a combination of human activities and climate change poses a serious threat to global biodiversity, leading to the irreversible extinction of several species. After the recent extinction, some forests have been declared protected areas where human activities are no longer allowed. In recent decades, however, the scope of these protected areas has expanded from pure protection to include poverty alleviation and sustainable development. Although these protected areas appear to support biodiversity conservation, several challenges and gaps have emerged that need to be addressed for effective conservation and sustainable management in these protected areas. Therefore, this chapter aims to explore the roles, challenges and approaches for conservation and sustainable management of protected areas in India. Based on the published literature, we found that protected areas have proven to be a successful wildlife conservation strategy. However, managing poaching, human-wildlife conflict, funding, extensive resource use and tourism remains a challenge for some of the country's national parks. While government policies have addressed some of these challenges, so far there has been limited success. Therefore, further research is needed to assess the efficiency of protected areas for biodiversity conservation and to develop mechanisms for effective and sustainable management of these protected areas.

### **Establish connection between refugee and sustainable development**

#### **Identify needs and gaps in sustainable development for refugees**

UNHCR's dual mandate of providing solutions and protecting the forcibly displaced requires sustainable solutions, such as mainstreaming access to services and programs into national development plans. At sectoral level, education and health teams have mainstreamed into national systems as a central pillar of the approach, with livelihoods, energy and environment sectors working closely to develop sustainable solutions through non-traditional partners, particularly development, government and the private sector Partner.

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#### **Established a dialogue with refugees about sustainable development:**

This year's dialogue provides an opportunity to discuss strengthening development cooperation in the displacement cycle and will also help inform the maintenance of development cooperation commitments and partnerships at the next Global Refugee Forum in 2023.

Through bilateral cooperation with governments, through inter-agency partnerships with development actors (UNDP and ILO), or through country engagement within the framework of the Comprehensive Refugee Response Framework (CRRF), UNHCR ensures that refugees Integration into national systems and services. Examples include facilitating access to the labor market, access to justice and local government systems, national education and health systems.

#### **Established connection between refugee, sustainable development and business:**

Addressing the refugee/immigrant 'problem' in a sustainable and positive manner appears to offer a win-win solution for all stakeholders (refugees/immigrants, local host communities, refugee/immigrant countries of origin and the international community).

To improve sustainable solutions for refugees, promoting the economic inclusion of refugees has been a central pillar of the CRRF and wider solutions. To inform policymakers about the benefits and risks of economic integration of displaced people, UNHCR has invested in building an evidence base on the economic impact of refugees on host communities and is working with development actors such as the World Bank to improve poverty data. To this end, UNHCR has undertaken several projects with the World Bank to improve data and evidence, notably influencing the World Bank IDA 18 sub-window designed for refugees and host communities. Inaugurated in October 2019, the UNHCR-World Bank Joint Data Center focuses on socioeconomic dimensions and data on forcibly displaced populations.

## II. Conclusion:

The refugee crisis and sustainable development are connected in several ways. First, forced displacement, which is a key aspect of the refugee crisis, can disrupt sustainable development by causing loss of human capital, social and economic instability, and damage to infrastructure. Second, sustainable development goals such as poverty reduction, education, and access to healthcare can be hindered by the influx of refugees into a country. Finally, addressing the root causes of forced displacement, such as conflict, poverty, and environmental degradation, is essential for achieving sustainable development. Therefore, to achieve sustainable development, it is important to address the factors that contribute to forced displacement and to support refugees and host communities.

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